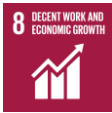


# Diversity, Equity and Inclusion Policy





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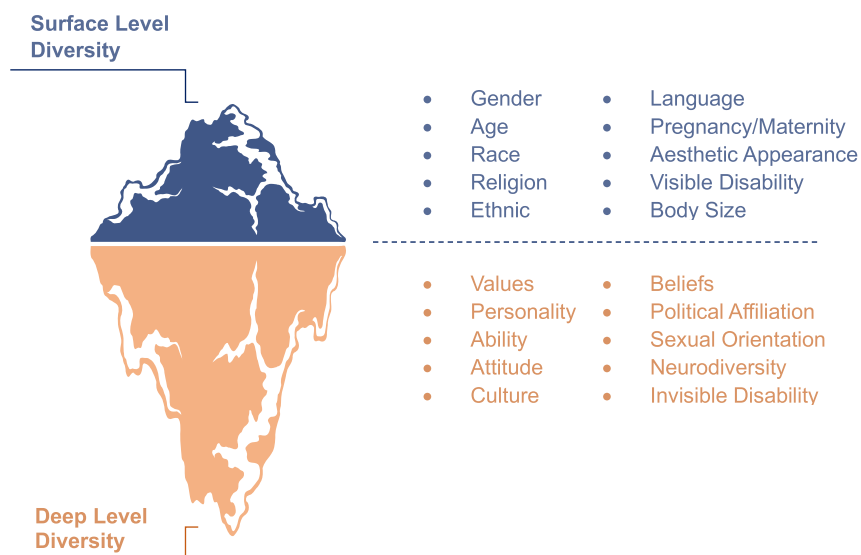


# 1. OUR APPROACH TO RESPONSIBLE BUSINESS

Peridot Solar, established in 2022, aims to be a leading entity in the energy transition process. Our purpose is to drive the future of renewable energy challenges through responsible investments, protecting the environment, enhancing wellbeing and creating value for all stakeholders. In line with our vision, focused on innovation and value creation, Peridot Solar fosters an environment that seeks to comply with the highest international standards, aiming to exceed market and investor expectations. Peridot Solar embraces a responsible approach to governance. Our values, initiatives, vision and commitment drive us to operate sustainably, ethically and with accountability whenever we develop, finance, build and operate our plants across Europe, whilst simultaneously being sure to create a positive impact on our people, the environment and with the communities in which we operate.

## 2. THE DIVERSITY, EQUITY AND INCLUSION POLICY

Peridot Solar is committed to valuing diversity and seeks to provide all its staff with the opportunity for employment, career and personal development on the basis of ability, qualifications and suitability for the roles required within the organization. Diversity is for us a real value and we acknowledge the great potentials that individuals of different backgrounds and abilities can bring to the business. For this reason the company implemented this, Equity and Inclusion Policy (DEI) being committed to creating an inclusive environment in which each employee and worker is able to fulfil their full potential maximizing their contribution accelerating at the same time the company's success. Peridot Solar will not tolerate direct or indirect discrimination as we strongly believe that each individual has the right to be treated with dignity and to be respected in the workplace that must be perceived as a safe-environment free from any form of discrimination, harassment or bullying related to nationality, language, religion, political affiliation, gender, sexual orientation, gender identity, pregnancy or maternity, age, disability, ethnic origin and/or any other personal experience or perspective arise from individual differences.



In adopting these principles Peridot Solar:

- Will not tolerate acts that breach this policy and all such breaches or alleged breaches will be taken seriously, fully investigated and may be subject to disciplinary action,



- Fully recognizes its legal obligations under all relevant legislation and codes of practice,
- Will allow staff to pursue any matter through the internal procedures which they believe has exposed them to inequitable treatment within the scope of this policy,
- Will ensure that all managers understand and maintain their responsibilities and those of their team under this policy,
- Will offer opportunities for flexible working patterns, wherever operationally feasible, to help employees to combine a career with their domestic responsibilities,
- Will promote fair and transparent recruitment process providing equal opportunity to all candidates who apply for vacancies through an open competition based on their ability,
- Will provide all employees with the training and development that they need,
- Will provide all reasonable assistance to employees who are or who become disabled,
- Will distribute and publicize this policy statement throughout the Company.

## 3. INTRODUCTION

### PURPOSE

Diversity is not just a matter of compliance; it's a strategic imperative and a key driver of success for Peridot Solar. We firmly believe that diversity fosters innovation, enhances problem-solving, and drives better decision-making. It's not only about meeting legal requirements; it's about harnessing the power of differences to achieve our business goals and better serve our customers and society at large. Our DEI policy outline our commitment to creating a workplace where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.

### 3.1. STATEMENT ON EQUALITY AND NON DISCRIMINATION

At Peridot Solar, the organizational culture thrives on a deep-rooted commitment to diversity and inclusion, evident at every level of the company. The DEI policy, easily accessible to all employees, clearly delineates the company's unwavering dedication to fostering diversity and inclusion in the workplace. As a company committed to these vision:

- Peridot Solar maintains the highest standards of accountability in all its business decisions, placing the well-being and interests of employees, partners, local communities, and stakeholders at the forefront,
- Peridot Solar regular reviews its policies, practices, and frameworks, ensures equal opportunities, upholds human rights, and prevents sexual harassment,
- Peridot Solar's workplace fosters inclusivity and celebrates cultural differences, with ongoing cultural awareness training provided across the organization,
- The company's commitment to diversity, equity, inclusion, and belonging permeates its practices, policies, and procedures, embracing areas such as:
  - Hiring processes, where we strive for gender balance and employ bias-free practices,
  - Performance and rewards, focusing on work-life balance and employee well-being to enhance flexibility and adaptability,
  - Learning and development programs, engaging employees in diversity, equity and inclusion and cultural awareness training.



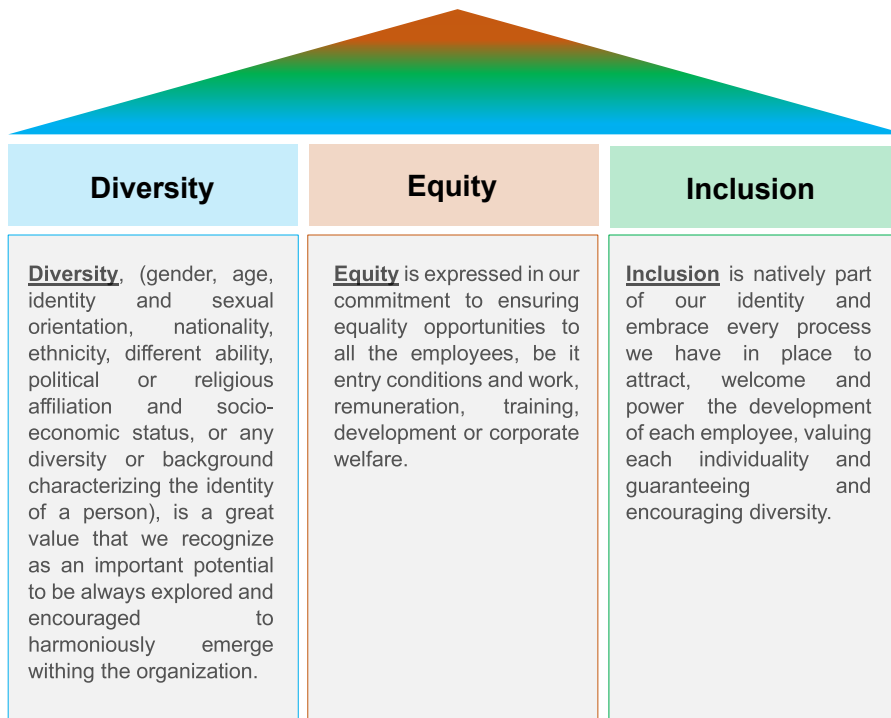


### 3.2. OBJECTIVE AND COMPLIANCE

The aim of the DEI policy is to strengthen the Company’s dedication to empowering employees. It sets forth comprehensive guidelines and standards to ensure compliance with laws and regulations, and to serve as exemplars in promoting equal opportunities and human rights. Peridot Solar is dedicated to upholding national, regional, and international legislation, consistently evaluating policies and practices to ensure accountability and ongoing advancement.

## 4. OUR DIVERSITY, EQUITY AND INCLUSION STANDARD

This DEI policy aims to outline Peridot Solar DEI guidelines and practices as founding pillars for the organization and its business strategy. This standard also describes the company’s commitment in the DEI field, defining its application through behavior, mindset and attitude as well as internal business activities like for instance fair and transparent recruitment process.



Diversity, equity and inclusion represent three founding pillars to pursue our mission and business strategy. Peridot Solar considers the human capital the most important asset and fulcrum of every strategic decision. Every day we are committed to continuously listening to our people and to guarantee a working environment always stimulating, inclusive and meritocratic. We really believe that the manifestation of individuality and creativity is an accelerator of innovation and therefore, a game changer factor for the growth and the sustainability of the entire organization. Our DEI policy promotes diversity and ensures equity and inclusion through concrete and measurable actions and commitments.

## 5.ACCOUNTABILITY

This policy applies universally across the entire Peridot Solar workforce, encompassing employees, managers, and consultants, irrespective of their role or level within the organization. It extends its

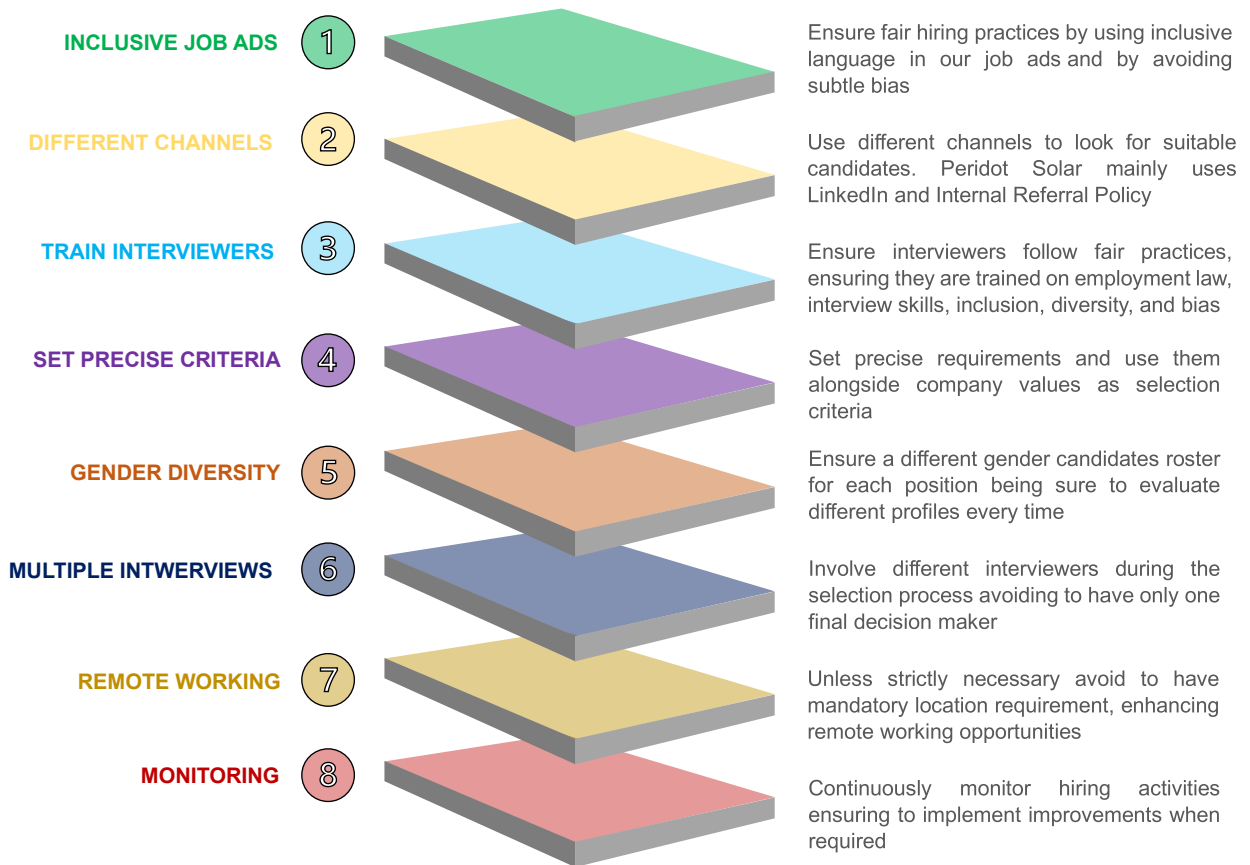


reach to include subsidiaries and affiliates, ensuring consistent adherence to the principles outlined herein. Additionally, external partners engaged in activities on behalf of Peridot Solar are expected to align with the provisions set forth in this policy. By extending this policy's scope to all individuals associated with Peridot Solar, we aim to foster a culture of inclusivity, accountability, and respect across all levels and facets of our operations.

## 6. FAIR AND TRANSPARENT RECRUITMENT

Peridot Solar recognizes as fundamental value the valorization of merit during internal hiring processes. The fair and transparent recognition of skills and talent are crucial elements, in an environment free of discrimination and respectful of equal opportunities. We promote transparent and objective selection in the hiring processes, aligned with the organization's standard and our commitment to diversity, equity and inclusion; furthermore the guarantee of equal opportunities underlies all the processes linked to attraction, selection and hiring of new talents, always in accordance with local legislation.

To guarantee a fair hiring process Peridot Solar relies on an eight-layer recruitment structure.



Thanks to our meticulous recruitment approach, Peridot Solar is able to offer a fair and transparent process to all candidates, thereby ensuring that every individual undergoes a thorough assessment to determine their alignment with the company's mission and values. This approach operates on a comply-or-explain methodology, which not only promotes accountability but also fosters a culture of integrity and fairness within our talent acquisition procedures across the organization. By adhering to this methodology, the company upholds its commitment to unbiased selection processes, ensuring that every candidate is given an equal opportunity to demonstrate their qualifications and potential contribution to our team.



Peridot Solar is firmly committed to providing equal opportunities to all individuals, including those with disabilities or special needs. The company’s goal is to actively seek out and hire qualified candidates from diverse backgrounds, ensuring that our workplace environment is accessible and inclusive for everyone. Through this commitment to accessibility, Peridot Solar aims to create a welcoming and supportive atmosphere where all employees can thrive and contribute to our collective success.

## 7.REMUNERATION, INCENTIVES AND WELFARE

Our remuneration policy is based on the equal pay for equal works principle. This means that we guarantee fair, equal and gender neutral remuneration for employees with the same level of seniority and experience without applying any distinction. To ensure this we use precise benchmark directly obtained from remuneration market insights that are always taken in serious consideration at the time of the hire as well as during the yearly salary review process.

Peridot Solar doesn’t only want to be competitive on the market but we also want to guarantee to all the employees a very incentivizing work environment in which everyone can feel comfortable and happy to work in. For this reason employees are provided with competitive remuneration package that, on top of a very competitive base salary, offers important incentives, variable bonus and incentives as well as tangible and intangible benefits and welfare.

	Base salary	_____	Competitive salary based on equal pay for equal works principle
	Yearly bonus	_____	Competitive yearly bonus calculated and based on quantitative and qualitative parameters
	Additional incentives	_____	Additional variable bonus based on projects milestone completion + important referral bonus for candidates introduced by colleagues
	Culture of feedback	_____	Yearly 1-1 session to discuss career path and individual performance
	Flexibility	_____	Very strong smart working structure that allows all the employees to work remotely according to their needs
	Welfare and benefits	_____	Private health insurance to cover employees and their families together with monthly meal vouchers
	Training and rotation	_____	Vertical and horizontal job rotation opportunities together with internal and external training structure



All our initiatives are aimed to encourage the adoption of a culture of inclusion and fairness for employees, their families as well as for all our stakeholders. This is always one of our main purpose: to recognize and enhance the potential of people, families and businesses.

## 8. RESPONSIBILITIES

### 8.1. BoD AND CEO

BoD and CEO are entrusted with pivotal responsibilities to spread DEI values across the organization. In particular they:

- Serve as internal champions and external advocates for the organization's diversity, equity and inclusion efforts making DEI an integral part of the business,
- Provide strategic oversight for diversity, equity and inclusion priorities and monitor key performance measures,
- Work with senior management ensuring they consider diversity, equity and inclusion parameters when recruiting, hiring and promoting,
- Regularly discuss the business impact and benefits of diversity, equity and inclusion evaluating progress and sharing metrics widely to emphasize the importance of hitting diversity, equity and inclusion benchmarks,
- Continually evaluate and enhance the composition and culture of the board to align with diversity, equity and inclusion goals.

### 8.2. MANAGERS

Managers are entrusted with several key responsibilities:

- They are to wholeheartedly embrace and uphold the principles outlined in the DEI policy, ensuring full compliance across all aspects of their leadership,
- Their actions should exemplify a steadfast dedication to our ethical standards, serving as role models for their teams,
- It is their duty to implement the DEI policy consistently and fairly in their daily management practices, fostering an environment where diversity is not just acknowledged but celebrated,
- By cultivating a workplace culture founded on respect, inclusion, and appreciation for differences, managers contribute to a more harmonious and productive team dynamic,
- Managers are also tasked with addressing any behaviors that run counter to Scatec's core principles of diversity and inclusion, holding employees accountable for their actions and upholding the integrity of our organizational values.

### 8.3. EMPLOYEES

All employees are entrusted with several important responsibilities:

- They are expected to fully embrace and adhere to the DEI policy, ensuring that their actions consistently align with its principles and guidelines,
- Demonstrating unwavering commitment to our ethical standards is paramount, as employees are integral to upholding the integrity of our organizational values,
- Actively participating in the equitable implementation of the DEI policy in their daily work activities is essential, as it fosters an environment where diversity is not only acknowledged but celebrated,
- By promoting a workplace culture founded on respect, inclusion, and appreciation for diversity, employees contribute to a more harmonious and collaborative work environment,
- It is imperative that employees feel empowered to voice concerns about any inappropriate actions or misconduct they may encounter, actively contributing to company initiatives aimed at promoting diversity and inclusion,

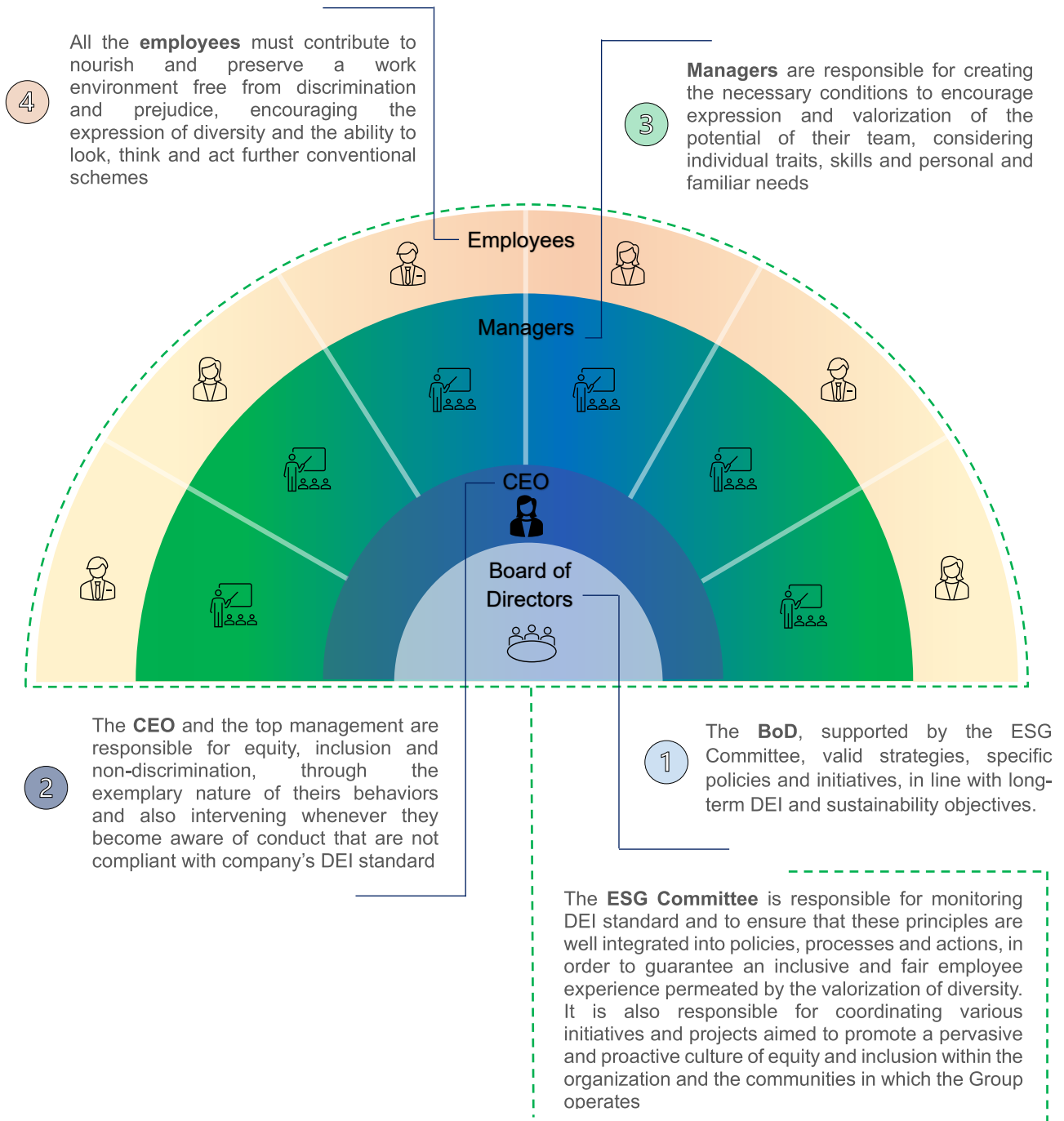




- Upholding Peridot Solar’s principles on diversity and inclusion and taking personal responsibility for their own behaviors are crucial components of being a valued member of our team, demonstrating alignment with the company's core values at all times.

## 9. GOVERNANCE MONITORING AND FOLLOW UP

To be sure that processes and actions comply with the principles of diversity, equity and inclusion described in this standard, the organization is committed to assign precise responsibilities within the corporate bodies, and at corporate organizational level. Peridot Solar can guarantee in this way an adequate degree of diversification in terms, among other things, of skills, experiences, age, gender and exposure. We like to consider the implementation of our DEI principles as a mindset widespread and constantly monitored through a 4-layer architecture within which each level enhances the immediately preceding one, all contributing together to the creation of a solid DEI company culture:





## 10. MONITORING AND FOLLOW UP

We regularly monitor progress in the field of diversity, equity and inclusion, through the definition of specific action plans and dedicated metrics and we are committed to providing our stakeholders with updates on a continuous basis, through adequate communication channels, allow involving and listening to our corporate population, to constantly verify the effectiveness of the approach adopted.